

## 5.1 Requirements

All employees of Mölnlycke must follow this Sustainability policy, as approved by the Board of Directors.

All employees must help to maintain the effectiveness of Mölnlycke's management system, strive for continual improvement, and encourage a company culture that promotes positive change.

The policy statements in 5.2 must be displayed to all employees, digitally and with printed copies for employees without access to a computer terminal.

We strive to address sustainability issues to fulfil the needs and expectations of our stakeholders, including our owners, suppliers, employees, customers and patients. To achieve this, we will engage with and listen to stakeholders in a transparent manner.

Transparency in reporting is also important to us at Mölnlycke, a vital part of our efforts to support the long-term sustainable development of our business. Every year, Mölnlycke will report our performance against sustainability targets.

## 5.2 Statements

Mölnlycke is operationalising its vision to become a global leader in sustainable healthcare by focusing on three areas: Green mindset, Responsible relationships, and Ethical business.

Mölnlycke supports the UN Sustainable Development Goals, with a particular focus on: 3. Good health and well-being, 5. Gender equality, 7. Affordable and clean energy, 8. Decent work and economic growth, 10. Reduced inequalities, 12. Responsible consumption and production, 13. Climate action and 16. Peace, justice and strong institutions, 17. Partnerships for the goals.

### 5.2.1 Green mindset

We innovate to develop high-quality, safe solutions that are resource-efficient and generate minimal environmental impact throughout their life cycle.

We optimise the use of resources in both products and production while replacing fossil-derived raw material with renewable and recycled materials. We minimise and control the use of substances that are harmful to humans or our environment to protect the environment and prevent pollution.

We commit to net zero by 2050 at the latest through the Science Based Targets initiative, covering own operations (Scope 1 and 2) and both upstream and downstream value chain emissions (Scope 3).

We prioritise energy efficiency, renewable energy, and logistics efficiency. We are further reducing GHG emissions by minimising travel or switching to more efficient and fossil-free transportation.

We seek to continually improve our waste management, while enabling our customers to do the same with products and packaging at the end of their life.

We take a life cycle perspective, assessing the full environmental impact of our products and portfolios.

We maintain an environmental management system according to ISO14001:2015 to ensure our legal and other obligations are fulfilled, and our environmental performance continually improves.

### 5.2.2 Responsible relationships

We lead the way in building strong, mutually beneficial relationships with customers, employees, suppliers and other stakeholders.

We engage our customers and other stakeholders in dialogue to ensure that their needs drive our continual improvement and welcome their feedback on our practices.

We are committed to a respectful dialogue with our social partners, such as employee representatives, unions and workers' councils, to build the culture we are aiming for.

Our objective is to create an environment where our employees feel empowered to grow, develop to their full potential and are proud of working for us.

We strive to nurture a culture of constant learning and development and to attract the talent which is essential for the current and future success of our business.

We work systematically to improve diversity and inclusion with a particular focus on gender equality.

We continually measure the level of employee engagement to support the development of our company, culture and employees.

We partner with non-governmental organisations to create a positive impact on local communities where we operate.

We aim for a safe, incident-free and healthy working environment in our operations and the entire value chain. We are committed to proactively eliminating hazards and reducing risks related to occupational health and safety to prevent work-related injury and ill health.

We maintain and continually improve a health and safety management system according to ISO45001:2018 to ensure our legal and other requirements are fulfilled, and our health and safety performance continually improves.

### 5.2.3 Ethical business

We set high standards of ethics and responsibility in our business, business ethics and governance constitute the foundations of our business model.

We follow our Code of Conduct and applicable industry codes on business ethical practice, systematically performing activities relating to anti-corruption, fair competition and healthcare compliance to ensure that our business is ethical, legal and transparent.

We encourage transparency, and actively encourage all our stakeholders to raise any concerns via our Ethics Hotline.

We are committed to human and labour rights, including the UN Universal Declaration of Human Rights, the UN Convention on the Rights of the Child, applicable ILO Conventions and the UN Global Compact. We select partners that share our standards and values, and ensure they adhere to them through agreements and a Supplier Code of Conduct.

We manage our financial resources properly to safeguard the long-term sustainable financial performance of Mölnlycke.

We follow applicable legal requirements as well as applicable International Financial Reporting Standards.

We strive to ensure investments are responsible by integrating environmental and social parameters in the investment process.

Signed:

Zlatko Rihter  
CEO

